REPORT ON NURSING FACULTY SALARIES

1987–1988

February 1988
Institutional Data System
American Association of
Colleges of Nursing

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REPORT

ON

NURSING FACULTY SALARIES

IN

COLLEGES AND UNIVERSITIES

February 1988

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INTRODUCTION

Overview

This is the tenth annual report on nursing faculty salaries published by the Institutional Data System (IDS) of the American Association of Colleges of Nursing (AACN). The salaries reported here represent 7,759 full-time nursing faculty employed in baccalaureate and graduate programs in AACN member schools. Of the 391 schools surveyed in fall 1987, 355 members or 91 percent returned questionnaires with some data about 8,256 faculty members.

The first section of the Nursing Faculty Salaries Report summarizes key facts from the survey. Section 2 describes the methods used in the survey. A brief discussion of the results appears in Section 3. Section 4 contains the tables presenting salary data calculated for both academic and calendar years. Each table shows four faculty ranks; doctoral preparation; and three types of institutional status: public, private/secular, and private/religious. These tables represent different geographic regions of the country, types of programs, and type of parent institution.

The 1987-88 IDS Survey series consists of four reports: Enrollment and Graduation Data, Faculty Salaries, Deans' Salaries, and Administrative Faculty Salaries. Each of the reports may be used independently of the others. As an additional service, AACN provides each member school with a computer printout showing its ranking with peer group schools on selected variables. Begun in 1980, this standard printout includes a count of baccalaureate and master's graduates for the preceding year with percent increase or decrease, full-time faculty and percentage with doctorates, assistant professor salaries, and percent salary gain for all faculty in the school. Schools may also request customized printouts of data they choose to examine in greater detail. At all times, however, the confidentiality of member schools is guaranteed.

Background of the Institutional Data System

The Data Bank Project, now known as IDS, was officially launched by AACN late in 1978. The purpose of the project was to develop a database to support policy research and decision making for member schools and for the organization. The development of salary data was an early priority. Since 1979 the salary report series has been published annually and contains three components: salaries of full-time nursing faculty, salaries of nursing deans, and salaries of faculty in administrative positions. The report on salaries of administrative faculty was annual until 1984 when it was placed on an alternate year schedule. The administrative faculty report is included in the 1987-88 series.

In 1982, requests from AACN members led to the production of a report on enrollment and graduations that would accompany the salary reports. The following year, concern over a possible shift in enrollment resulted in an analysis of institutional data for four years in order to identify trends. Continued concern about enrollment in nursing schools changed the order of report publication. The Report on Nursing Enrollment and Graduations was published first in the 1987-88 series. Faculty Salaries is the second report published in this series.

Section 1. Facts in Brief

Characteristics of survey participants are summarized to provide background for the salary data. In fall 1987, the annual IDS survey was sent to 391 member schools. Questionnaires were returned by 355 members. A breakdown of schools by region showed the following distribution: Southern Region, 32 percent; Midwestern Region, 28 percent; North Atlantic Region, 28 percent; and Western Region, 12 percent. Fifty-seven percent of the schools were public, 16 percent were private/secular and 27 percent were private/religious. Universities represented 67 percent of the institutions that returned surveys, while 29 percent of the returns came from four-year colleges, and 4 percent, such as consortium schools and external degree programs, were classified as "other." Eighty schools (22.5 percent) were located in Academic Health Centers.

An abbreviated version of the data tables for mean faculty salaries in all schools is presented.

Table 1
1987-88 Mean Faculty Salaries by Rank and Doctoral Preparation from 355 Schools

With Doctorate	Professor	AssocProf	AssistProf	Instructor	Total
Academic Yr.	$ 44,811	$ 36,697	$ 31,679	$ 27,898	
Calendar Yr.	$ 54,746	$ 44,852	$ 38,699	$ 34,097	
Number	568	1,222	1,030	26	2,846 (36.7%)

Without Doctorate	Professor	AssocProf	AssistProf	Instructor	Total
Academic Yr.	$ 41,399	$ 31,898-	$ 26,907	$ 24,074	
Calendar Yr.	$ 50,598	$ 38,987	$ 32,880	$ 29,424	
Number	91	806	2,666	1,350	4,913 (63.3%)

Total Faculty	659 (8.5%)	2,028 (26.2%)	3,696 (47.6%)	1,376 (17.7%)	7,759 (100%)

Section 2. Methods

The survey consists of four components: institutional data, faculty salaries, deans' salaries, and administrative faculty salaries. The institutional data not only provide information on enrollment and graduations in member schools, but also provide information for classifying schools into categories of region, type and size of programs, type of institution, and source of financial support. These are the categories that structure the tables presented in Section 4.

Survey Techniques

The first mailing of survey forms was sent to member schools in August 1987. Reminder letters were sent in the fall to members who had not returned survey forms. Follow-up phone calls were made throughout November and December. Data collection was terminated in January with a 91 percent response rate.

Data Processing

As in previous years, all salary figures were converted to either an academic or calendar year basis for comparative purposes. The preparation of tables involved the conversion of salary from each individual, whether on an academic or calendar year basis, to an equivalent amount on the other basis. Therefore, each set of tables represents the entire sample of respondents. To do this, salary data based on the calendar year were multiplied by nine-elevenths (9/11), converting them to academic year data; and salary data based on an academic year were multiplied by eleven-ninths (11/9), converting them to calendar year data.

In previous years, data reported in the tables were processed on a mainframe computer system. All data from the 1987-88 survey have been processed on microcomputers. SPSS/PC+ and SPSS/PC+ Tables computer software programs were used to analyze and produce the information in the reports. This change produced different formats for the tables and slight variations in the reports. For example, salary means and standard deviations are reported rather than percentiles.

Terminology

Survey forms included operational definitions in the instructions. In general, the terms were defined by common usage in the academic community. To ensure uniformity however, some terms were defined specifically:

- school: the nursing unit in a higher education institution that offers baccalaureate, master's, and/or doctoral programs in nursing.
- dean: the chief administrative officer of a nursing unit, whether the local title is dean, director, chairman, head, or other term.
- academic health center: any institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program, specifically nursing.
- nursing faculty: nurses teaching in a baccalaureate or graduate nursing program; it does not include non-nurses, adjunct faculty, teaching assistants, or research assistants.
- part-time faculty: nurses who hold a faculty appointment and receive some compensation from the school of nursing but are not considered full-time.
- salary basis: determined by the length of time spent teaching; the academic year is 9 or 10 months and the calendar year is 11 or 12 months.

Geographic Regions

North Atlantic - Connecticut, Delaware, District of Columbia, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont

South - Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia, Puerto Rico

Midwest - Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

West - Arizona, Alaska, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming

Section 3. Results and Discussion

Mean salaries for all schools participating in the current survey are presented in Table 2. Four nursing faculty ranks and faculty with doctoral preparation are classified. Of the 8,256 faculty reported in the survey, 7,759 are included in the salary tables. Lecturers or visiting professors were not included in the final analysis. Some salaries were not reported for all faculty.

Table 3 reveals the numbers of schools, of faculty, and of doctorally-prepared faculty since 1978. It should be noted that the number as well as the percent of faculty with doctoral preparation continues to increase. Of the total faculty (N=8,256) in the survey, 2,903 or 35.2 percent had earned doctorates. This is an increase of 10.8 percent from the prior year. Changes in the number of doctorally prepared faculty since the first survey are depicted in Graph 1.

Section 4. Tables of Nursing Faculty Salaries

Data are presented on both an academic year and a calendar year basis. These two sections of the report each contain a set of tables with academic year or calendar year salary figures. Major determinants of salary include academic rank and degree level, and all tables display figures for these groups separately. The major institutional classifications are: public, private/secular, and private/religious. These classifications are also displayed on all tables.

The first table in this section presents data for all schools as well as for the institutional classifications. The tables that follow present data by geographic region, by type of programs offered, and by type of parent institution. The pattern used for presenting salary data for each rank and degree level is consistent throughout the report for both academic and calendar year data.

Table 2
Mean Faculty Salaries and Percent Change for 1986-87 and 1987-88
By Rank and Doctoral Preparation

Rank	Academic Year 86-87 (363)	Academic Year 87-88 (355)	Calendar Year 86-87 (363)	Calendar Year 87-88 (355)	Percent Change 86-87	Percent Change 87-88
Professor						
Doctoral	$42,324	$44,841	$51,729	$54,805	4.3%	5.9%
Nondoctoral	$39,989	$41,399	$48,876	$50,598	7.2%	3.5%
AssocProf						
Doctoral	$34,699	$36,697	$42,410	$44,852	5.2%	5.8%
Nondoctoral	$30,533	$31,924	$37,318	$39,019	5.1%	4.6%
AssistProf						
Doctoral	$30,363	$31,710	$37,111	$38,756	6.5%	4.4%
Nondoctoral	$25,725	$26,932	$31,441	$32,917	5.6%	4.7%
Instructor						
Doctoral	$26,562	$27,898	$32,464	$34,097	9.2%	5.0%
Nondoctoral	$22,904	$24,120	$27,994	$29,480	6.6%	5.3%

Table 3
Number and Percent of Doctorally Prepared Faculty in
Participating Schools by Year Since 1978-79

Year	Participating Schools	Total Faculty	Doctorally Prepared Faculty N	Doctorally Prepared Faculty %
1978-79	189	6,297	944	15.0%
1979-80	206	7,062	1,136	16.1%
1980-81	230	7,499	1,320	17.6%
1981-82	256	7,547	1,464	19.4%
1982-83	287	7,516	1,659	22.1%
1983-84	312	7,732	1,863	24.1%
1984-85	339	8,043	2,082	25.9%
1985-86	357	8,267	2,375	28.7%
1986-87	363	8,237	2,621	31.8%
1987-88	355	8,256	2,903	35.2%

Graph 1. Faculty Preparation in Participating Schools Since 1978

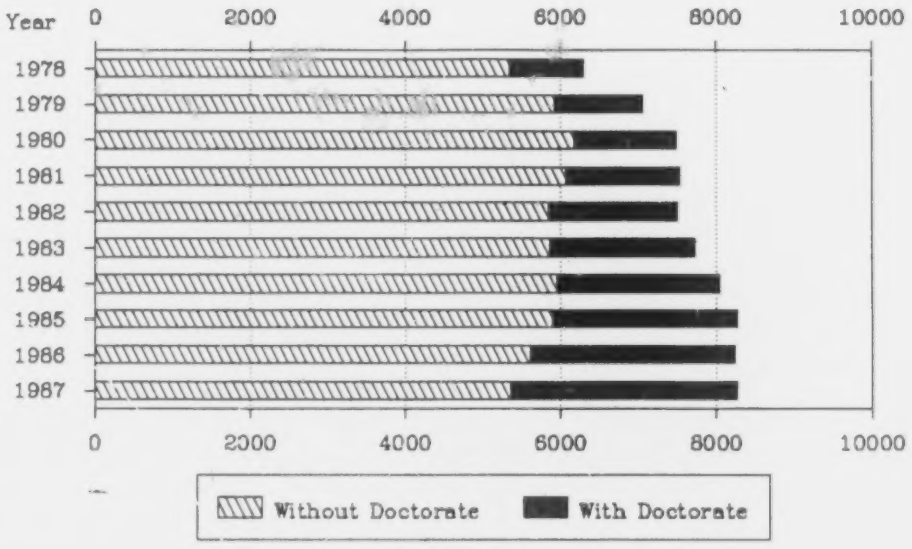

TABLE 4

ALL SCHOOLS - ALL REGIONS - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (203)												
DOCTORAL	432	$45,186	$7,925	869	$37,116	$5,591	774	$31,832	$4,104	18	$26,813	$2,901
NONDOCTORAL	72	$42,523	$7,526	535	$32,882	$5,237	1721	$27,444	$3,894	810	$23,939	$3,399
SECULAR (56)												
DOCTORAL	64	$48,105	$10,901	187	$36,886	$6,904	168	$31,940	$4,942	5	$34,204	$7,938
NONDOCTORAL	13	$37,128	$12,869	99	$31,768	$5,536	368	$27,681	$4,448	263	$26,699	$3,941
RELIGIOUS (96)												
DOCTORAL	72	$39,866	$9,600	166	$34,293	$5,679	88	$30,195	$3,075	3	$23,895	$4,559
NONDOCTORAL	6	$37,164	$9,683	172	$29,037	$4,900	577	$24,929	$3,958	277	$22,200	$3,407
TOTAL (355)												
DOCTORAL	568	$44,841	$8,770	1222	$36,697	$5,896	1030	$31,710	$4,199	26	$27,898	$5,309
NONDOCTORAL	91	$41,399	$8,764	806	$31,924	$5,424	2666	$26,932	$4,124	1350	$24,120	$3,794

TABLE 5

ALL SCHOOLS - MINIMUM AND MAXIMUM - ACADEMIC YEAR SALARIES

	RANK							
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
PUBLIC (203)								
DOCTORAL	$23,869	$75,521	$19,636	$54,923	$19,822	$52,953	$22,620	$32,251
NONDOCTORAL	$23,182	$66,764	$19,862	$51,339	$16,485	$45,458	$15,002	$44,935
SECULAR (56)								
DOCTORAL	$28,573	$88,364	$16,267	$63,818	$21,667	$57,273	$23,100	$42,545
NONDOCTORAL	$23,140	$61,560	$20,256	$47,000	$19,768	$42,955	$15,450	$39,273
RELIGIOUS (96)								
DOCTORAL	$23,768	$75,820	$22,262	$50,220	$22,425	$36,216	$19,546	$28,638
NONDOCTORAL	$24,287	$46,713	$14,962	$44,938	$13,091	$45,000	$14,820	$42,352
TOTAL (355)								
DOCTORAL	$23,768	$88,364	$16,267	$63,818	$19,822	$57,273	$19,546	$42,545
NONDOCTORAL	$23,140	$66,764	$14,962	$51,339	$13,091	$45,458	$14,820	$44,935

TABLE 6

SCHOOLS IN THE NORTH ATLANTIC STATES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (38)												
DOCTORAL	44	$49,458	$8,242	109	$39,491	$6,449	126	$33,551	$4,215	8	$28,119	$3,099
NONDOCTORAL	3	$43,355	$1,450	73	$36,036	$6,056	283	$29,409	$4,555	112	$26,411	$3,820
SECULAR (34)												
DOCTORAL	45	$46,526	$8,895	126	$36,035	$6,575	119	$31,138	$4,382	2		
NONDOCTORAL	12	$38,014	$13,020	70	$32,177	$5,641	219	$27,627	$4,355	90	$24,393	$2,924
RELIGIOUS (27)												
DOCTORAL	15	$44,823	$8,180	62	$34,763	$5,543	39	$29,769	$3,449	3	$23,895	$4,559
NONDOCTORAL	1		$0	33	$30,078	$5,764	164	$24,706	$4,868	103	$22,143	$3,550
TOTAL (99)												
DOCTORAL	104	$47,521	$8,623	297	$37,038	$6,595	284	$32,020	$4,418	13	$27,213	$4,201
NONDOCTORAL	16	$39,379	$11,427	176	$33,384	$6,268	666	$27,665	$4,927	305	$24,374	$3,908

TABLE 7

SCHOOLS IN THE MIDWESTERN STATES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (46)												
DOCTORAL	110	$45,105	$7,953	237	$37,448	$5,316	226	$31,843	$3,791	0	.	.
NONDOCTORAL	13	$37,179	$7,367	147	$32,905	$4,375	423	$27,099	$3,502	274	$23,045	$2,989
SECULAR (13)												
DOCTORAL	8	$58,086	$18,998	34	$39,796	$8,972	35	$34,596	$6,329	2		
NONDOCTORAL	0	.	.	12	$30,014	$5,040	108	$27,800	$4,521	162	$28,163	$3,808
RELIGIOUS (42)												
DOCTORAL	24	$37,611	$7,638	44	$34,754	$5,540	19	$30,912	$2,972	0	.	.
NONDOCTORAL	4	$36,025	$11,756	78	$28,254	$4,334	253	$25,002	$3,475	115	$22,309	$3,143
TOTAL (101)												
DOCTORAL	142	$44,570	$9,755	315	$37,325	$5,958	280	$32,124	$4,239	2		
NONDOCTORAL	17	$36,907	$8,178	237	$31,228	$4,889	784	$26,519	$3,800	551	$24,396	$4,090

TABLE 8

SCHOOLS IN THE SOUTHERN STATES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (91)												
DOCTORAL	174	$43,019	$7,546	346	$36,698	$5,852	292	$31,357	$4,480	6	$25,024	$1,904
NONDOCTORAL	21	$36,801	$4,986	251	$31,599	$4,951	841	$26,764	$3,678	323	$23,617	$3,305
SECULAR (5)												
DOCTORAL	11	$47,308	$7,501	25	$37,522	$3,984	10	$31,721	$3,616	1	.	$0
NONDOCTORAL	0	.	.	16	$31,718	$5,380	27	$26,028	$2,502	9	$24,036	$2,918
RELIGIOUS (18)												
DOCTORAL	20	$37,305	$6,135	28	$31,826	$4,919	20	$30,279	$2,408	0	.	.
NONDOCTORAL	0	.	.	25	$27,831	$4,538	109	$24,903	$3,853	38	$20,527	$2,417
TOTAL (114)												
DOCTORAL	205	$42,692	$7,657	399	$36,408	$5,824	322	$31,301	$4,356	7	$25,797	$2,685
NONDOCTORAL	21	$36,801	$4,986	292	$31,283	$5,037	977	$26,536	$3,715	370	$23,310	$3,346

TABLE 9

SCHOOLS IN THE WESTERN STATES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (28)												
DOCTORAL	104	$47,089	$7,245	177	$36,023	$4,293	130	$31,215	$3,096	4	$26,886	$2,876
NONDOCTORAL	35	$47,869	$4,873	64	$34,260	$5,375	174	$28,371	$3,403	101	$24,658	$2,800
SECULAR (4)												
DOCTORAL	0	.	.	2			4	$33,113	$1,154	0	.	.
NONDOCTORAL	1		$0	1		$0	14	$30,786	$6,603	2		
RELIGIOUS (9)												
DOCTORAL	13	$42,252	$15,423	32	$34,906	$6,400	10	$30,326	$3,066	0	.	.
NONDOCTORAL	1		$0	36	$30,618	$5,048	51	$25,340	$3,157	21	$24,903	$3,969
TOTAL (41)												
DOCTORAL	117	$46,552	$8,576	211	$35,825	$4,665	144	$31,206	$3,069	4	$26,886	$2,876
NONDOCTORAL	37	$46,945	$6,229	101	$32,870	$5,550	239	$27,865	$3,866	124	$24,687	$2,993

TABLE 10

SCHOOLS IN UNIVERSITIES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (173)												
DOCTORAL	398	$45,690	$7,858	788	$37,372	$5,604	727	$31,906	$4,138	18	$26,813	$2,901
NONDOCTORAL	67	$43,349	$6,998	467	$33,163	$5,342	1499	$27,442	$3,880	741	$23,976	$3,485
SECULAR (30)												
DOCTORAL	57	$49,272	$10,777	156	$37,882	$6,472	154	$32,396	$4,804	3	$37,964	$6,570
NONDOCTORAL	12	$38,014	$13,020	72	$33,442	$5,267	214	$28,470	$4,279	215	$27,435	$3,669
RELIGIOUS (37)												
DOCTORAL	54	$41,564	$9,837	139	$35,490	$5,221	78	$30,712	$2,752	2		
NONDOCTORAL	3	$41,867	$6,075	95	$30,936	$4,719	263	$26,654	$3,740	129	$23,553	$3,712
TOTAL (240)												
DOCTORAL	509	$45,654	$8,626	1083	$37,204	$5,726	959	$31,888	$4,174	23	$28,203	$5,100
NONDOCTORAL	82	$42,514	$8,211	634	$32,861	$5,300	1976	$27,449	$3,930	1085	$24,611	$3,816

TABLE 11

SCHOOLS IN FOUR-YEAR COLLEGES - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (23)												
DOCTORAL	11	$40,273	$5,886	29	$33,072	$3,913	13	$28,323	$3,107	0	.	.
NONDOCTORAL	0	.	.	50	$30,944	$4,317	137	$27,587	$3,525	32	$22,694	$1,806
SECULAR (23)												
DOCTORAL	5	$35,836	$5,798	23	$29,578	$4,580	11	$25,787	$2,531	1		$0
NONDOCTORAL	1		$0	27	$27,303	$3,364	143	$26,143	$4,183	47	$23,177	$3,074
RELIGIOUS (57)												
DOCTORAL	18	$34,773	$6,827	27	$28,127	$3,590	9	$25,975	$2,585	1		$0
NONDOCTORAL	3	$32,462	$11,452	71	$26,553	$4,178	304	$23,363	$3,518	139	$20,887	$2,612
TOTAL (103)												
DOCTORAL	34	$36,709	$6,706	79	$30,365	$4,511	33	$26,837	$2,963	2		
NONDOCTORAL	4	$30,971	$9,814	148	$28,173	$4,532	584	$25,035	$4,109	218	$21,646	$2,801

TABLE 12

SCHOOLS WITH AN ACADEMIC HEALTH CENTER - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (56)												
DOCTORAL	264	$45,496	$7,563	485	$37,640	$5,785	450	$31,720	$4,145	5	$26,259	$1,449
NONDOCTORAL	25	$41,926	$8,132	247	$32,771	$5,391	638	$27,256	$4,193	323	$23,345	$3,105
SECULAR (17)												
DOCTORAL	38	$52,362	$11,586	110	$39,493	$6,373	128	$32,774	$4,836	4	$36,980	$5,714
NONDOCTORAL	2			29	$34,213	$5,239	144	$29,296	$4,285	202	$27,791	$3,530
RELIGIOUS (7)												
DOCTORAL	21	$39,622	$7,424	39	$34,475	$4,882	26	$30,778	$2,325	1		$0
NONDOCTORAL	0	.	.	23	$30,041	$3,950	64	$26,655	$4,588	32	$24,440	$4,067
TOTAL (80)												
DOCTORAL	323	$45,922	$8,555	634	$37,767	$5,934	604	$31,903	$4,264	10	$30,271	$6,772
NONDOCTORAL	27	$43,139	$8,997	299	$32,701	$5,338	846	$27,558	$4,310	557	$25,020	$3,931

TABLE 13

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY
ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	Standard Deviation	Valid N	Mean	Standard Deviation	Valid N	Mean	Standard Deviation	Valid N	Mean	Standard Deviation
PUBLIC (81)												
DOCTORAL	33	$38,146	$6,822	76	$33,916	$4,421	71	$30,780	$3,850	2		
NONDOCTORAL	9	$33,400	$5,536	118	$32,164	$4,853	517	$27,031	$3,296	155	$24,227	$2,879
SECULAR (27)												
DOCTORAL	4	$36,549	$5,515	22	$30,814	$3,701	14	$29,180	$4,932	1		$0
NONDOCTORAL	10	$31,408	$7,611	42	$31,665	$6,047	138	$26,693	$3,922	56	$23,537	$2,608
RELIGIOUS (64)												
DOCTORAL	17	$35,431	$8,211	35	$31,105	$4,928	28	$29,908	$3,307	1		$0
NONDOCTORAL	5	$35,830	$10,190	80	$27,332	$4,565	337	$24,420	$4,036	137	$21,239	$2,558
TOTAL (172)												
DOCTORAL	54	$37,173	$7,195	133	$32,663	$4,654	113	$30,366	$3,881	4	$24,631	$5,394
NONDOCTORAL	24	$33,076	$7,368	240	$30,466	$5,446	992	$26,097	$3,843	348	$22,940	$3,043

TABLE 14

SCHOOLS WITH MASTERS PROGRAMS - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (122)												
DOCTORAL	399	$45,768	$7,734	793	$37,422	$5,598	703	$31,938	$4,116	16	$26,672	$2,620
NONDOCTORAL	63	$43,826	$6,863	417	$33,085	$5,328	1204	$27,621	$4,113	655	$23,872	$3,510
SECULAR (29)												
DOCTORAL	60	$48,876	$10,756	165	$37,695	$6,834	154	$32,191	$4,882	4	$36,980	$5,714
NONDOCTORAL	3	$56,197	$4,886	57	$31,844	$5,181	230	$28,273	$4,644	207	$27,554	$3,806
RELIGIOUS (32)												
DOCTORAL	55	$41,237	$9,649	131	$35,144	$5,579	60	$30,329	$2,981	2		
NONDOCTORAL	1		$0	92	$30,520	$4,716	240	$25,644	$3,739	140	$23,139	$3,854
TOTAL (183)												
DOCTORAL	514	$45,646	$8,534	1089	$37,190	$5,844	917	$31,875	$4,209	22	$28,492	$5,196
NONDOCTORAL	67	$44,380	$7,184	566	$32,543	$5,299	1674	$27,427	$4,206	1002	$24,530	$3,942

TABLE 15

SCHOOLS WITH DOCTORAL PROGRAMS IN NURSING - ACADEMIC YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (31)												
DOCTORAL	214	$46,306	$7,951	360	$37,827	$5,926	338	$31,992	$4,223	4	$25,463	$2,205
NONDOCTORAL	19	$43,186	$8,703	142	$33,860	$4,928	350	$27,254	$3,521	191	$23,744	$3,155
SECULAR (10)												
DOCTORAL	40	$50,861	$11,800	87	$39,701	$6,547	112	$32,904	$4,881	2		
NONDOCTORAL	0	.	.	14	$33,137	$4,952	90	$28,600	$4,325	162	$28,291	$3,450
RELIGIOUS (2)												
DOCTORAL	3	$48,517	$23,674	14	$34,511	$4,408	9	$28,898	$4,092	1		$0
NONDOCTORAL	0	.	.	0	.	.	15	$26,492	$3,507	6	$27,554	$6,113
TOTAL (43)												
DOCTORAL	257	$47,041	$8,997	461	$38,080	$6,075	459	$32,154	$4,422	7	$30,563	$7,884
NONDOCTORAL	19	$43,186	$8,703	156	$33,795	$4,918	455	$27,495	$3,728	359	$25,860	$4,033

TABLE 16

ALL SCHOOLS - ALL REGIONS - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (203)												
DOCTORAL	432	$55,228	$9,686	869	$45,364	$6,834	774	$38,906	$5,016	18	$32,772	$3,545
NONDOCTORAL	72	$51,972	$9,198	535	$40,189	$6,401	1721	$33,542	$4,759	810	$29,259	$4,155
SECULAR (56)												
DOCTORAL	64	$58,795	$13,324	187	$45,082	$8,439	168	$39,038	$6,040	5	$41,805	$9,702
NONDOCTORAL	13	$45,379	$15,728	99	$38,828	$6,766	368	$33,832	$5,437	263	$32,632	$4,817
RELIGIOUS (96)												
DOCTORAL	72	$48,726	$11,734	166	$41,913	$6,941	88	$36,905	$3,759	3	$29,205	$5,572
NONDOCTORAL	6	$45,423	$11,834	172	$35,490	$5,989	577	$30,469	$4,838	277	$27,133	$4,164
TOTAL (355)												
DOCTORAL	568	$54,805	$10,719	1222	$44,852	$7,206	1030	$38,756	$5,132	26	$34,097	$6,489
NONDOCTORAL	91	$50,598	$10,712	806	$39,019	$6,629	2666	$32,917	$5,041	1350	$29,480	$4,637

TABLE 17

ALL SCHOOLS - MINIMUM AND MAXIMUM - CALENDAR YEAR SALARIES

	RANK							
	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
PUBLIC (203)								
DOCTORAL	$29,173	$92,304	$24,000	$67,128	$24,227	$64,720	$27,647	$39,418
NONDOCTORAL	$28,333	$81,600	$24,276	$62,748	$20,148	$55,560	$18,336	$54,921
SECULAR (56)								
DOCTORAL	$34,923	$108,000	$19,882	$78,000	$26,482	$70,000	$28,233	$52,000
NONDOCTORAL	$28,282	$75,240	$24,757	$57,444	$24,161	$52,500	$18,883	$48,000
RELIGIOUS (96)								
DOCTORAL	$29,050	$92,669	$27,209	$61,380	$27,408	$44,264	$23,890	$35,002
NONDOCTORAL	$29,684	$57,094	$18,287	$54,924	$16,000	$55,000	$18,113	$51,764
TOTAL (355)								
DOCTORAL	$29,050	$108,000	$19,882	$78,000	$24,227	$70,000	$23,890	$52,000
NONDOCTORAL	$28,282	$81,600	$18,287	$62,748	$16,000	$55,560	$18,113	$54,921

TABLE 18

SCHOOLS IN THE NORTH ATLANTIC STATES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (38)												
DOCTORAL	44	$60,449	$10,073	109	$48,267	$7,883	126	$41,006	$5,152	8	$34,368	$3,787
NONDOCTORAL	3	$52,989	$1,773	73	$44,043	$7,401	283	$35,944	$5,568	112	$32,280	$4,668
SECULAR (34)												
DOCTORAL	45	$56,865	$10,872	126	$44,043	$8,036	119	$38,057	$5,356	2		
NONDOCTORAL	12	$46,461	$15,914	70	$39,327	$6,894	219	$33,766	$5,323	90	$29,814	$3,574
RELIGIOUS (27)												
DOCTORAL	15	$54,784	$9,998	62	$42,488	$6,775	39	$36,385	$4,215	3	$29,205	$5,572
NONDOCTORAL	1		$0	33	$36,762	$7,044	164	$30,196	$5,950	103	$27,064	$4,339
TOTAL (99)												
DOCTORAL	104	$58,081	$10,539	297	$45,269	$8,060	284	$39,136	$5,400	13	$33,260	$5,134
NONDOCTORAL	16	$48,130	$13,967	176	$40,802	$7,661	666	$33,812	$6,022	305	$29,791	$4,776

TABLE 19

SCHOOLS IN THE MIDWESTERN STATES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (46)												
DOCTORAL	110	$55,129	$9,720	237	$45,770	$6,497	226	$38,919	$4,633	0	.	.
NONDOCTORAL	13	$45,440	$9,004	147	$40,218	$5,347	423	$33,121	$4,281	274	$28,166	$3,653
SECULAR (13)												
DOCTORAL	8	$70,994	$23,219	34	$48,640	$10,966	35	$42,284	$7,735	2		
NONDOCTORAL	0	.	.	12	$36,684	$6,160	108	$33,977	$5,525	162	$34,421	$4,655
RELIGIOUS (42)												
DOCTORAL	24	$45,969	$9,335	44	$42,477	$6,771	19	$37,781	$3,633	0	.	.
NONDOCTORAL	4	$44,030	$14,368	78	$34,532	$5,297	253	$30,559	$4,247	115	$27,266	$3,841
TOTAL (101)												
DOCTORAL	142	$54,474	$11,923	315	$45,620	$7,282	280	$39,263	$5,181	2		
NONDOCTORAL	17	$45,109	$9,995	237	$38,168	$5,975	784	$32,412	$4,645	551	$29,817	$4,999

TABLE 20

SCHOOLS IN THE SOUTHERN STATES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (91)												
DOCTORAL	174	$52,579	$9,223	346	$44,853	$7,153	292	$38,325	$5,476	6	$30,584	$2,327
NONDOCTORAL	21	$44,980	$6,094	251	$38,621	$6,052	841	$32,712	$4,496	323	$28,865	$4,039
SECULAR (5)												
DOCTORAL	11	$57,820	$9,168	25	$45,860	$4,869	10	$38,771	$4,420	1	.	$0
NONDOCTORAL	0	.	.	16	$38,766	$6,575	27	$31,813	$3,058	9	$29,377	$3,566
RELIGIOUS (18)												
DOCTORAL	20	$45,595	$7,498	28	$38,898	$6,012	20	$37,008	$2,943	0	.	.
NONDOCTORAL	0	.	.	25	$34,016	$5,547	109	$30,438	$4,709	38	$25,089	$2,955
TOTAL (114)												
DOCTORAL	205	$52,179	$9,359	399	$44,499	$7,118	322	$38,257	$5,325	7	$31,530	$3,281
NONDOCTORAL	21	$44,980	$6,094	292	$38,235	$6,157	977	$32,433	$4,541	370	$28,489	$4,089

TABLE 21

SCHOOLS IN THE WESTERN STATES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (28)												
DOCTORAL	104	$57,554	$8,855	177	$44,028	$5,248	130	$38,152	$3,784	4	$32,860	$3,515
NONDOCTORAL	35	$58,506	$5,956	64	$41,873	$6,569	174	$34,675	$4,159	101	$30,137	$3,423
SECULAR (4)												
DOCTORAL	0	.	.	2			4	$40,471	$1,410	0	.	.
NONDOCTORAL	1		$0	1		$0	14	$37,627	$8,070	2		
RELIGIOUS (9)												
DOCTORAL	13	$51,641	$18,850	32	$42,663	$7,822	10	$37,065	$3,747	0	.	.
NONDOCTORAL	1		$0	36	$37,422	$6,170	51	$30,971	$3,858	21	$30,437	$4,851
TOTAL (41)												
DOCTORAL	117	$56,897	$10,482	211	$43,787	$5,702	144	$38,141	$3,751	4	$32,860	$3,515
NONDOCTORAL	37	$57,377	$7,613	101	$40,174	$6,783	239	$34,058	$4,725	124	$30,173	$3,659

TABLE 22

SCHOOLS IN UNIVERSITIES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (173)												
DOCTORAL	398	$55,844	$9,605	788	$45,677	$6,849	727	$38,996	$5,057	18	$32,772	$3,545
NONDOCTORAL	67	$52,982	$8,553	467	$40,533	$6,530	1499	$33,541	$4,742	741	$29,304	$4,259
SECULAR (30)												
DOCTORAL	57	$60,222	$13,172	156	$46,300	$7,911	154	$39,595	$5,872	3	$46,400	$8,030
NONDOCTORAL	12	$46,461	$15,914	72	$40,874	$6,437	214	$34,796	$5,230	215	$33,531	$4,485
RELIGIOUS (37)												
DOCTORAL	54	$50,801	$12,023	139	$43,377	$6,381	78	$37,536	$3,363	2		
NONDOCTORAL	3	$51,171	$7,425	95	$37,811	$5,768	263	$32,577	$4,572	129	$28,787	$4,537
TOTAL (240)												
DOCTORAL	509	$55,799	$10,543	1083	$45,472	$6,998	959	$38,974	$5,102	23	$34,470	$6,234
NONDOCTORAL	82	$51,962	$10,036	634	$40,164	$6,478	1976	$33,549	$4,804	1085	$30,080	$4,664

TABLE 23

SCHOOLS IN FOUR-YEAR COLLEGES - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (23)												
DOCTORAL	11	$49,222	$7,193	29	$40,421	$4,782	13	$34,617	$3,797	0	.	.
NONDOCTORAL	0	.	.	50	$37,820	$5,277	137	$33,718	$4,308	32	$27,737	$2,207
SECULAR (23)												
DOCTORAL	5	$43,800	$7,086	23	$36,151	$5,597	11	$31,517	$3,094	1		$0
NONDOCTORAL	1		$0	27	$33,371	$4,111	143	$31,952	$5,113	47	$28,327	$3,757
RELIGIOUS (57)												
DOCTORAL	18	$42,501	$8,344	27	$34,378	$4,387	9	$31,747	$3,160	1		$0
NONDOCTORAL	3	$39,675	$13,996	71	$32,453	$5,106	304	$28,555	$4,300	139	$25,529	$3,192
TOTAL (103)												
DOCTORAL	34	$44,866	$8,196	79	$37,113	$5,513	33	$32,801	$3,621	2		
NONDOCTORAL	4	$37,854	$11,995	148	$34,434	$5,540	584	$30,598	$5,022	218	$26,456	$3,423

TABLE 24

SCHOOLS WITH AN ACADEMIC HEALTH CENTER - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (56)												
DOCTORAL	264	$55,606	$9,243	485	$46,005	$7,070	450	$38,768	$5,066	5	$32,094	$1,772
NONDOCTORAL	25	$51,243	$9,939	247	$40,054	$6,590	638	$33,313	$5,125	323	$28,533	$3,795
SECULAR (17)												
DOCTORAL	38	$63,998	$14,161	110	$48,269	$7,789	128	$40,058	$5,911	4	$45,198	$6,983
NONDOCTORAL	2			29	$41,816	$6,403	144	$35,806	$5,237	202	$33,967	$4,315
RELIGIOUS (7)												
DOCTORAL	21	$48,426	$9,073	39	$42,136	$5,967	26	$37,618	$2,842	1		$0
NONDOCTORAL	0	.	.	23	$36,716	$4,827	64	$32,579	$5,607	32	$29,871	$4,970
TOTAL (80)												
DOCTORAL	323	$56,127	$10,457	634	$46,160	$7,252	604	$38,992	$5,212	10	$36,998	$8,277
NONDOCTORAL	27	$52,725	$10,997	299	$39,968	$6,525	846	$33,682	$5,268	557	$30,581	$4,804

TABLE 25

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY
CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (81)												
DOCTORAL	33	$46,623	$8,338	76	$41,453	$5,404	71	$37,620	$4,706	2		
NONDOCTORAL	9	$40,822	$6,766	118	$39,312	$5,932	517	$33,038	$4,028	155	$29,610	$3,518
SECULAR (27)												
DOCTORAL	4	$44,671	$5,740	22	$37,662	$4,524	14	$35,664	$6,028	1		$0
NONDOCTORAL	10	$38,387	$9,303	42	$38,701	$7,391	138	$32,624	$4,793	56	$28,767	$3,188
RELIGIOUS (64)												
DOCTORAL	17	$43,305	$10,036	35	$38,017	$6,024	28	$36,555	$4,041	1		$0
NONDOCTORAL	5	$43,792	$12,455	80	$33,406	$5,580	337	$29,847	$4,933	137	$25,959	$3,126
TOTAL (172)												
DOCTORAL	54	$45,434	$8,794	133	$39,922	$5,688	113	$37,114	$4,743	4	$30,104	$6,592
NONDOCTORAL	24	$40,426	$9,006	240	$37,236	$6,656	992	$31,897	$4,697	348	$28,037	$3,719

TABLE 26

SCHOOLS WITH MASTERS PROGRAMS - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (122)												
DOCTORAL	399	$55,939	$9,453	793	$45,738	$6,842	703	$39,036	$5,031	16	$32,600	$3,203
NONDOCTORAL	63	$53,565	$8,388	417	$40,437	$6,512	1204	$33,759	$5,026	655	$29,176	$4,290
SECULAR (29)												
DOCTORAL	60	$59,737	$13,146	165	$46,072	$8,353	154	$39,344	$5,966	4	$45,198	$6,983
NONDOCTORAL	3	$68,685	$5,971	57	$38,921	$6,333	230	$34,556	$5,676	207	$33,678	$4,652
RELIGIOUS (32)												
DOCTORAL	55	$50,401	$11,793	131	$42,954	$6,818	60	$37,069	$3,644	2		
NONDOCTORAL	1		$0	92	$37,302	$5,764	240	$31,343	$4,569	140	$28,281	$4,710
TOTAL (183)												
DOCTORAL	514	$55,790	$10,431	1089	$45,454	$7,142	917	$38,959	$5,144	22	$34,823	$6,351
NONDOCTORAL	67	$54,242	$8,780	566	$39,775	$6,476	1674	$33,522	$5,141	1002	$29,981	$4,818

TABLE 27

SCHOOLS WITH DOCTORAL PROGRAMS - CALENDAR YEAR SALARIES

	RANK											
	PROFESSOR			ASSOCIATE			ASSISTANT			INSTRUCTOR		
	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD	Valid N	Mean	SD
PUBLIC (31)												
DOCTORAL	214	$56,596	$9,717	360	$46,233	$7,243	338	$39,102	$5,161	4	$31,121	$2,695
NONDOCTORAL	19	$52,783	$10,638	142	$41,384	$6,023	350	$33,311	$4,303	191	$29,021	$3,856
SECULAR (10)												
DOCTORAL	40	$62,164	$14,422	87	$48,523	$8,002	112	$40,216	$5,966	2		.
NONDOCTORAL	0	.	.	14	$40,501	$6,053	90	$34,955	$5,286	162	$34,578	$4,216
RELIGIOUS (2)												
DOCTORAL	3	$59,299	$28,934	14	$42,180	$5,387	9	$35,320	$5,002	1		$0
NONDOCTORAL	0	.	.	0	.	.	15	$32,379	$4,287	6	$33,677	$7,472
TOTAL (43)												
DOCTORAL	257	$57,495	$10,996	461	$46,542	$7,425	459	$39,299	$5,404	7	$37,355	$9,636
NONDOCTORAL	19	$52,783	$10,638	156	$41,305	$6,011	455	$33,606	$4,556	359	$31,607	$4,930

Institutional Data Series 88-2

Price
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